

Panaji, 10th March, 2016 (Phalguna 20, 1937)

SERIES II No. 50

# OFFICIAL GAZETTE



# GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

*Note:- There are two Extraordinary issues to the Official Gazette, Series II No. 49 dated 03-03-2016 as follows:-*

- (1) *Extraordinary dated 07-03-2016 from pages 1427 to 1428 regarding Notifications from Department of Finance.*
- (2) *Extraordinary (No. 2) dated 09-03-2016 from pages 1429 to 1434 regarding Notification from Department of Elections.*

## GOVERNMENT OF GOA

### Department of Agriculture

#### Directorate of Agriculture

#### Order

No. 2/12/98-D.Aagri/Part II/322

In exercise of the powers conferred by Article 76(i) of the Articles of Association of the Goa State Horticultural Corporation Limited and in supersession of the Government Order No. 2/12/98-D.Aagri/Part II/215 dated 31-08-2012, published in the Official Gazette, Series II No. 23 dated 06-09-2012, the Government of Goa is hereby appointing the following individuals as Directors to the Board of Directors of the Goa State Horticultural Corporation Limited, with immediate effect, namely:-

- |                           |   |            |
|---------------------------|---|------------|
| 1) Shri Kiran Kandolkar,  | — | Chairman.  |
| Hon'ble M.L.A.            |   |            |
| 2) Shri Govind G. Naik,   | — | Vice-      |
| Poinguinim, Canacona      |   | -Chairman. |
| 3) Shri Subhash Naik,     | — | Director.  |
| Asonora, Bardez           |   |            |
| 4) Shri Subhash Malik,    | — | Director.  |
| Kudne, Bicholim           |   |            |
| 5) Shri Demu Gaonkar,     | — | Director.  |
| Valpoi, Satari            |   |            |
| 6) Shri Hanumant Ambekar, | — | Director.  |
| Lobowado, Tivim-Bardez    |   |            |
| 7) Shri Santosh Gaonkar,  | — | Director.  |
| Mugoli, Sanguem           |   |            |

- |                               |   |           |
|-------------------------------|---|-----------|
| 8) Shri Mohan Gaonkar,        | — | Director. |
| Bhandol, Dharbandora          |   |           |
| 9) Shri Vithoba Ghadi,        | — | Director. |
| Viridi, Sankhali-Goa          |   |           |
| 10) The Director, Directorate | — | Director. |
| of Agriculture, Tonca         |   |           |
| Caranzalem-Goa                |   |           |
| 11) Shri Michael D'Souza,     | — | Director. |
| Addl. Secretary (Finance)     |   |           |
| 12) Managing Director,        | — | Director. |
| Goa State Horticulture        |   |           |
| Corporation Ltd.              |   |           |

By order and in the name of the Governor of Goa.

U. B. Pai Kakode, Director & ex officio Joint Secretary (Agriculture).

Tonca-Caranzalem, 2nd March, 2016.

## Department of Animal Husbandry

### Directorate of Animal Husbandry & Veterinary Services

#### Corrigendum

No. 14-9-AH/MR/Part-III/2015-16/6658

Ref.: No.14-9-AH/MR/Part-III/2015-16/4792 dated 30-11-2015.

In pursuance to the above referred order at Sr. No. 2 for Secretary Animal Husbandry-Member may be read as Secretary (AH)-Vice Chairman and others remain unchanged.

By order and in the name of the Governor of Goa.

Dr. Santosh V. Desai, Director & ex officio Joint Secretary (AH).

Panaji, 1st March, 2016.

## Department of Environment

—  
Order

No. 3-261-2014/STE-DIR/1769

Read: Fly Ash Notification bearing No. S.O. 2804 (E) dated 03-11-2009 issued by Ministry of Environment & Forests, Government of India.

In exercise of the powers vested under Para 7 of the Fly Ash Notification bearing S.O. 2804 (E) dated 03-11-2009 issued by the Ministry of Environment and Forests, Government of India and published in the Extraordinary Gazette, Part II—sec 3(iii), the Government of Goa is pleased to constitute the State Monitoring Committee for monitoring and implementation of provision of the Fly Ash Notification dated 03-11-2009 in the State of Goa with following composition:-

- 1) The Principal Secretary (Environment)  
—Chairman.
- 2) The Principal Chief Engineer, Public Works  
Department—Member.
- 3) The Chief Engineer, Electricity Department  
—Member.
- 4) The Chief Engineer, Water Resources  
Department—Member.
- 5) The Managing Director, Goa Industrial  
Development Corporation—Member.
- 6) The Director, Department of Environment  
—Member.
- 7) The Member Secretary, Goa State Pollution  
Control Board—Member Secretary.

The Committee will also assess and monitor the utilization of fly ash generated from the sponge iron plants operating in the State of Goa for manufacture of bricks and utilisation of slag generated from induction furnace for embankments in roads and other construction purposes in the State.

By order and in the name of the Governor of Goa.

*Srinet Kothwale*, Director & ex officio Joint Secretary (Environment).

Saligao, 23rd February, 2016.

## Department of Fisheries

—  
Order

No. DF/ADMN/FILL/SOF/B/BP/RRFBP/11/6907

Read: Order No. DF/ADMN/FILL/SOF/B/BP/RRFBP/11/6229 dated 20-02-2016.

Sanction of the Government is hereby conveyed to grant further extension of ad hoc promotion to Smt. Megha Siddesh Kerkar, Suptd. of Fisheries (Group "B", Gazetted) for a period of one year w.e.f. 20-02-2016 to 19-02-2017.

This has been approved by the Government vide their U.O. No.165/F dated 19-01-2016.

By order and in the name of the Governor of Goa.

*Dr. Shamila Monteiro*, Director & ex officio Joint Secretary (Fisheries).

Panaji, 23rd February, 2016.

—◆◆◆—  
Department of Forest—  
Order

No. 4-2-2011/FOR/83

Government is pleased to order the transfer and posting of Shri Santosh H. Phadte, Assistant Conservator of Forests in Working Plan Division, Ponda with immediate effect and until further orders.

By order and in the name of the Governor of Goa.

*Neela S. Dharwadkar*, Under Secretary (Forests).

Porvorim, 4th March, 2016.

—◆◆◆—  
Department of General Administration—  
Notification

No. 2/2/2010-GAD-III(Part)

In exercise of the powers conferred by the explanation to Section 25 of the Negotiable Instruments Act, 1881 (Act 26 of 1881) read with the Government of India, Ministry of Home Affairs, Notification No. U-11030/2/73-UTL dated 28-06-1973, the Government of Goa hereby declares Sunday, the 06th March, 2016 (16 Phalguna, 1937-1938) as a "Public Holiday" for the Offices situated within the limits of 30 Wards of Corporation of the City of

Panaji being the General Elections to the Corporation of the City of Panaji. The aforesaid holiday shall be a "paid holiday" in addition to the holidays indicated in the Notification No. 2/1/2015-GAD-H dated 03-11-2015, published in the Official Gazette, Series II No. 33 dated 12-11-2015 to the establishments as detailed below:-

1. Industrial workers who are resident of Corporation of the City of Panaji;
2. Daily wage workers of the Government Departments, Semi-Government and State Government Industrial Departments who are resident of Corporation of the City of Panaji;
3. Commercial and industrial workers of private establishments who are resident of Corporation of the City of Panaji;
4. All private establishments who are resident of Corporation of the City of Panaji;
5. Daily wage/casual workers who are resident of Corporation of the City of Panaji employed in any business, trade, industrial undertakings or any other establishments in the State of Goa.

By order and in the name of the Governor of Goa.

*Biju R. Naik*, Under Secretary (GA).

Porvorim, 2nd March, 2016.

## Department of Goa Gazetteer

### Order

No. 4/3/2016-GGEB-767

In pursuance to Clause 5 of the Right to Information Act, 2005 the following officials are hereby appointed as Public Information Officer at the Head Office and Assistant Public Information Officer in their respective jurisdiction for the Goa Gazetteer Department to deal with applications received from the public under the Right to Information Act, 2005.

Shri Sameer Zantye, Assistant Research Officer  
Tel No. 2226302

Public Information Officer, Goa Gazetteer Department.

Shri Rajendra Baltazar Lino Carvalho,  
U. D. C./Cashier  
Tel No. 2226302

Assistant Public Information Officer  
Goa Gazetteer Department.

The Assistant Public Information Officer shall on receipt of the applications for information or appeals under the Right to Information Act, forward the same forthwith to the Public Information Officer, as required under sub-section (1) of Section 7.

The Public Information Officer shall on receipt of a request under Section 6, as expeditiously as possible, and in any case within thirty days of the receipt of request, either provided the information on payment of such fees as may be prescribed or reject the request for any of the reasons specified in Sections 8 and 9.

The above designated officers shall exercise and perform the powers/functions laid down under the Right to Information Act, 2005 with immediate effect.

The Research Officer (Goa Gazetteer Department) shall be the First Appellate Authority.

*B. Medeira*, Executive Editor.

Panaji, 26th February, 2016.

## Department of Home

Home—General Division

### Order

No. 20/26/66-HD(G)Vol. III/715

Sanction of the Government is hereby accorded incurring an expenditure of Rs. 3,47,700/- (Rupees three lakhs forty seven thousand and seven hundred only) by the Department of Sainik Welfare towards payment of cash in lieu of land grant for the post of Independence Gallantry/Non Gallantry award winners of the following 23 awardees.

### List of Gallantry/Non Gallantry Award winners

Sr. No.	Name of Awardees	Award	Total Annuity	
1	2	3	4	5
1.	Late Wg Cdr V B Sawardekar	KC - 55,000 AVSM- 1,000	56,000	Widow
2.	General S. F. Rodrigues	PVSM - 1,500 VSM - 600	2,100	
3.	Cdr Noel Kelman (Retd.)	KC - 55,000	55,000	
4.	Late Lt. JJS Rane	VrC - 40,000	40,000	Mother
5.	Air Mshl C S Naik (Retd.)	PVSM - 1,500 AVSM - 1,000 VSM - 600	3,100	

1	2	3	4	5
6. Lt. Gen C A Barretto (Retd.)	PVSM - 1,500	1,500		
7. Vice Adm John D'Silva (Retd.)	PVSM - 1,500 AVSM - 1,000	2,500		
8. Rear Adm P A. Debrass (Retd.)	AVSM - 1,000 NM(G) - 7,000	8,000		
9. Maj Gen (Mrs.) G A Saha (Retd.)	AVSM - 1,000 VSM - 600	1,600		
10. Late Brig J V Pinto (Retd.)	AVSM - 1,000 MD - 1,500	2,500	Widow	
11. Cmde K. P. Mathew (Retd.)	AVSM - 1,000	1,000		
12. Brig Ian da Costa (Retd.)	VSM - 600	600		
13. Wg Cdr Cecil Barretto (Retd.)	VSM - 600	600		
14. CPO Nathu Singh Tomar	NM(G) - 7,000	7 000		
15. Hony Sub Lt Kans Raj	NM(G) - 7,000	7,000		
16. Late Spr Ramchandra S. Shinde	SC - 35,000	35,000	Mother	
17. Vice Adm M R Schunker	PVSM - 1,500 AVSM - 1,000	2,500		
18. Gp. Capt C A Dalton	VM (G) - 7,000	7,000		
19. Late Lt. Narendra KC A. Mayekar	- 55,000	55,000	Widow	
20. Maj. Gen Pakala Venkateswarlu	AVSM - 1,000 VSM - 600	1600		
21. Admiral Sureesh Mehta	PVSM - 1,500 AVS - 1,000	2,500		
22. Air Vice Marshal Giles Gomez	VSM - 600	600		
23. Col I.J. Crasto	KC - 55,000	55,000		
Total		Rs. 3,47,700		

(Rupees Three lakhs forty seven thousand seven hundred only)

All the award winners have to be paid one time cash grant and cash in lieu land once in a year (annually).

The expenditure shall be debited to the Budget Head:- Demand No. 63: 2235—Social Security and Welfare; 60—Other Social Security & Welfare Prog; 200—Other Programmes; 05—Cash Grant/Cash in lieu of Land Grant for the Post Independence Gallantry; 32 Contribution.

The amount will be drawn and distributed by the Secretary, Department of Sainik Welfare, Panaji-Goa.

This issues with the concurrence of Finance (Exp) Department vide their FMS No. 1495548 dated 08-02-2016.

By order and in the name of the Governor of Goa.

*Neetal P. Amonkar*, Under Secretary (Home).

Porvorim, 23rd February, 2016.

### Order

No. 9/15/87-HD (G)/PF/850

Read: Government Order No. 9/15/87-HD (G)/PF dated 16-10-2014.

In exercise of the powers conferred by Rule 376 of the Goa Prison Rules, 2006, Government of Goa constituted Board of Visitors for the Sub-Jail-cum-Judicial Lock-up Sada, Vasco.

Adv. Arjun Vaman Gawandi r/o Deulwada, Tuem, Taluka Pernem is appointed as a Non Official Visitor at Serial No. 6.

The rest of the contents remain unchanged.

By order and in the name of the Governor of Goa.

*Neetal P. Amonkar*, Under Secretary (Home).

Porvorim, 4th March, 2016.

### Notification

No. 1/27/99-HD (G)/822

In exercise of the powers conferred by Section 22 read with Section 24(2) of Protection of Human Rights Act, 1993 (Central Act No.10 of 1994), (hereafter referred to as the "said Act"), the Government of Goa hereby re-appoints the following as members of the Goa Human Rights Commission with immediate effect for another term of five years or until the age of 70 years, whichever is earlier.

1) Shri A. D. Salkar, — Member.  
Former District Judge in Goa

2) Shri Jagannath Anand Keny — Member.  
Former Member of the  
Goa Public Service Commission

By order and in the name of the Governor of Goa.

*Neetal P. Amonkar*, Under Secretary (Home).

Porvorim, 3rd March, 2016.

## Corrigendum

No. 9/15/87-HD (G)/PF/849

Read: Government Order No. 9/15/87-HD (G)/PF dated 16-10-2014.

In exercise of the powers conferred by Rule 376 of the Goa Prison Rules, 2006, Government of Goa constituted Board of Visitors for the Central Jail Aguada.

Adv. Arjun Vaman Gawandi r/o Deulwada, Tuem, Taluka Pernem is appointed as a Non Official Visitor at Serial No. 6.

The rest of the contents remain unchanged.

By order and in the name of the Governor of Goa.

Neetal P. Amonkar, Under Secretary (Home).

Porvorim, 4th March, 2016.

## Department of Information &amp; Publicity

## Order

No. DI/INF/Ad.AGN.EMP/2015-16/6395

The Government of Goa is pleased to constitute a Evaluation Committee under the Chairmanship of Secretary, Information & Publicity for evaluating the capabilities of advertising agencies for Empanelment of Advertising Agencies comprising following.

1. Shri Sudhir Mahajan, Secretary — Chairman.  
(Information & Publicity),  
Secretariat, Porvorim
2. Shri Mahesh Vengurlekar, — Member.  
Principal, Goa College of Art,  
Panaji-Goa
3. Shri Santosh Tari, Artist, — Member.  
St. Estev, Tiswadi, Goa
4. Shri Jayant Tari, Director, — Member  
Information and Publicity, Secretary.  
Panaji

This issues with the approval of Government under U.O. No. 992/F dated 21-12-2015.

By order and in the name of the Governor of Goa.

Jayant Tari, Director & ex officio Joint Secretary (Information & Publicity).

Panaji, 2nd March, 2016.

## Department of Labour

## Order

No. 28/48/2011-Lab/148

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Zuari Industries Limited, Zuarinagar, Goa and its workmen represented by the Zuari Agro Chemicals Limited Workers' Union, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa at Panaji-Goa, constituted under Section 7-A of the said Act.

## SCHEDULE

"(1) Whether the following demands raised by the Zuari Agro Chemicals Limited, Workers' Union, Zuarinagar, Goa, vide their letter dated 24-12-2010, on behalf of the workers represented by them before the management of M/s. Zuari Industries Limited Zuarinagar, Goa, are legal and justified?

1. **Applicability:** The Charter of Demands pertains to Employees who are members of Zuari Agro Chemicals Limited Workers Union only.

2. **Facilities to Union Executives for carrying out Union duties :** The President, General Secretary, Vice Presidents, Treasurer and Secretary should be allowed to avail special leave to carry out Union functions. Besides this, the present facilities provided should continue unaltered. The Union should be provided with furnished office and a computer.

3. **Revision in terms of service pay scales/grades:** Effective 01-01-2011, the salary grades/scales and annual increments should be as under:-

Grade	Scale
G-1	Rs. 2500 - increment @ 10% of Basic + FDA + PP
G-2	Rs. 2650 - increment @ 10% of Basic + FDA + PP
G-3	Rs. 2800 - increment @ 10% of Basic + FDA + PP
G-4	Rs. 3250 - increment @ 10% of Basic + FDA + PP
G-5	Rs. 3775 - increment @ 10% of Basic + FDA + PP
G-6	Rs. 4275 - increment @ 10% of Basic + FDA + PP
G-7	Rs. 4775 - increment @ 10% of Basic + FDA + PP
G-8	Rs. 5275 - increment @ 10% of Basic + FDA + PP
G-9	Rs. 5775 - increment @ 10% of Basic + FDA + PP



**4. Special Salary Adjustment:** All Members on roll as on 01-01-2011 should be given special salary adjustment of 40% of last Basic Salary FDA and Personal Pay drawn.

**5. Service Weightage:** Effective 01-01-2011, All members should be paid a service weightage pay of Rs. 500/- for every completed year of service.

**6. Variable Dearness Allowance:** Effective 01-01-2011, Variable Dearness Allowance should be computed and paid as follows:

For every point rise in AICPI (1960=100) over 1200 points a payment of an amount in rupees equivalent to -

- 0.0030 per rupee for the first Rs. 2900 or part thereof of basic salary plus FDA plus PP (if any).
- 0.0006 per rupee for the next Rs. 1000 or part thereof of basic salary plus FDA plus PP (if any).
- 0.0007 per rupee for the next Rs. 1000 or part thereof of basic salary plus FDA plus PP (if any).
- 0.0008 per rupee for the next Rs. 1000 or part thereof of basic salary plus FDA plus PP (if any).
- 0.0009 per rupee for the next Rs. 1000 or part thereof of basic salary plus FDA plus PP (if any).
- 0.0010 per rupee for the next Rs. 1000 or part thereof of basic salary plus FDA plus PP (if any).
- 0.0040 per rupee for basic salary plus FDA plus PP above Rs.7500.

**7. House Rent Allowance:** Effective 01-01-2011, House Rent Allowance should be enhanced to 40% of Basic Salary plus Dearness Allowance plus P.P. All other terms and conditions for payment of HRA to remain unaltered.

**8. Gardening Allowance:** Effective 01-01-2011, All Members should be paid Gardening Allowance of Rs. 3000/- per month and should be reimbursed in cash.

**9. Personal Allowance:** Effective 01-01-2011, Members should be paid Personal Allowance of Rs. 4000/- per month.

**10. Transport Allowance:** Effective 01-01-2011, Members should be paid Transport Allowance of Rs. 4000/- per month. The amount should be paid as follows:

Rs. 800/- Tax free as presently paid.

Rs. 3200/- Tax free as reimbursement in the same manner as paid to management staff.

**11. Educational Allowance:** Effective 01-01-2011, Members should be paid an Educational Allowance of Rs. 1500/- per month.

**12. Factory Allowance/Site Allowance:** Effective 01-01-2011, Members should be paid Factory Allowance/Site Allowance of Rs. 3000/- per month.

**13. Administrative Allowance:** Effective 01-01-2011, All members in Administrative category at all locations should be paid an Administrative Allowance at the rate of Rs. 3500/- per month.

**14. Computer Allowance:** Effective 01-01-2011, Members should be paid a Computer Allowance of Rs. 4000/- per month.

**15. Towel and Soap Allowance:** Effective 01-01-2011, Members should be paid Soap and Towel Allowance of Rs. 2000/- per month.

**16. Washing Allowance:** Effective 01-01-2011, Members provided with uniforms should be paid Washing Allowance at the rate of Rs. 3000/- per month.

**17. Technical Literature :** Effective 01-01-2011, Members should be paid Technical literature of Rs. 2500/- per month. The amount should be tax free in the same manner as paid to management staff.

**18. Soft Furnishing:** Effective 01-01-2011, Members should be reimbursed Soft Furnishing of Rs. 3000/- per month. The amount should be tax free in the same manner as paid to some management staff.

**19. Cash Handling Allowance:** Effective 01-01-2011, Cash Handling Allowance to be enhanced to Rs. 200/- per day worked to Members disbursing Cash at Treasury Counter or designated locations at Zuarinagar.

**20. Overtime:** Members working overtime on Company declared holidays should be paid an additional amount of Rs.750/-. Other conditions should remain unaltered.

**21. Reimbursement of outdoor expenses and class of travel:** Effective 01-01-2011, Members who are away on Company duty for 2-4 hours should be paid Rs. 400/- as outdoor expenses and members who are away on Company duty during the meal time should be paid outdoor expenses of Rs. 250/- per meal. Members who are away for work for minimum of eight hours will be paid Rs. 500/- per day. Members away for one day inclusive of night halt should be reimbursed outdoor expenses at following rates:

- |  |              |
|--|--------------|
| (a) Metro Cities-Mumbai, Delhi, Calcutta & Chennai | - Rs. 4000/- |
| (b) All State Capitals                             | - Rs. 4000/- |
| (c) All other locations                            | - Rs. 3000/- |

**22. Medical Reimbursement:** Members should be reimbursed Rs. 25000/- as medical reimbursement for Self, Family and dependent Parents, Brother's, Sister's per calendar year commencing from 01-01-2011. Hundred percent Premium towards Group Help Insurance to be borne by the Company.

**23. Special Medical Reimbursement:** Special Medical Reimbursement should be paid at actual for Self/Family/Dependent Parents, Brothers and Sisters.

**24. Leave Travel Assistance:** Leave travel assistance should be increased to Rs. 25000/- on par with Entry Level Employee in Management Grade. Incidental Expenses to be increased to Rs. 8,000/-. Dependent Parents should be allowed for the purpose of this reimbursement. Class of travel for all members should be first class rail fare. (A/C). All other conditions remain unaltered.

**25. Uniforms, shoes and raincoats:**

- (a) **Uniforms:** All our members should be given 5 pairs of uniform. Locker Cupboards should be provided.
- (b) **Shoes:** Members should be reimbursed cost of two pairs of shoes at the rate of Rs. 2,500/- per pair and cost of two pairs of socks.
- (c) **Raincoats:** Members should be reimbursed cost of one raincoat every year.

**26. Loans and advances:**

- (a) **Vehicle Loan:** Effective 01-01-2011, Vehicle loan for purchase of Scooter/Moped/Motorcycle (Two Wheelers) should be enhanced to Rs.75,000/- or at actual whichever is less, to be recovered in 48 equal monthly installments with an interest rate of 3%. In addition to Scooter/Moped/Motorcycle loan, those members who have completed 15 years of service should be given a one time car loan of Rs.4,00,000/- Recovery to cover the balance period of service.
- (b) **Furniture/Equipment Loan:** Effective 01-01-2011, Furniture/Equipment Loan to be enhanced to Rs.1,50,000/-. Members should be allowed to draw Vehicle Loan and Furniture/Equipment Loan concurrently.
- (c) **Housing Loan:** Effective 01-01-2011, Housing Loan to be enhanced to Rs. 20,00,000/-. In cases where both husband and wife are members of ZIL. The loan limit to both should be Rs. 25,00,000/- for purchase of own house/flat.

Members who have completed 6 years of loan period, should be allowed to avail a repeat loan of Rs. 2,50,000/- towards repairs, maintenance, extensions, etc.

All loan applications should be cleared without any budgetary restrictions.

The repayment of housing loan should be spread upto the retirement age of the member. In the event of member being permanently disabled and retrenched/separated from service, all the loans (Vehicle, Furniture, Housing) should be waived off. All other terms and conditions to remain unaltered.

- (d) **Festival Advance:** Members should be allowed to avail an interest free Festival advance of Rs.15,000/- in a calendar year to be recovered in 12 equal monthly installments.

**27. Annual Performance Award:** Annual Performance Award chart should be enhanced by 50%.

**28. New Performance Award Scheme:** The Productivity Linked Incentive Schemes should be paid to all members at equal rates. A sales performance award @ 0.5% of gross turnover be paid. The details of the scheme should be worked out in consultation with the Union.

**29. Ex-gratia/Bonus:** Ex-Gratia/Bonus should be calculated @ 20% of the actual salary (Basic+DA+PP) drawn.

**30. Pension Scheme:** Effective 01-01-2011, Employers contribution should be enhanced to 15%. A provision should be made for additional voluntary contribution by employees upto 15% of their salary.

**31. Gratuity:** Gratuity should be paid at the rate of one month salary (basic+DA+PP) for every completed year of service.

**32. Leave:**

- (a) **Privilege Leave:** Effective 01-01-2011, Privilege Leave should be enhanced to 40 days in a calendar year. Holidays/off days falling in between leave period should not be considered as leave.
- (b) **Casual Leave:** Casual Leave to be enhanced to 15 days in a calendar year.
- (c) **Sick Leave:** Sick leave to be enhanced to 25 days in a calendar year and there should be no bar for an accumulation purpose. However, option should be given to members to encash sick leave over and above 45 days.

Effective 01-01-2011, medical certificates should be mandatory only for availing sick leave for 6 days and above.

- (d) **Restricted Holidays:** All members should be allowed to avail 2 days Restricted Holidays in a calendar year.

(e) **Additional Sick Leave:** Every member should be given additional sick leave with full pay for 60 days and half pay for more than 60 days in case of extreme sickness.

(f) **Special Leave on Bandh Days :** In case of emergencies such as bandhs, strikes, riots, etc., the company should treat such absence as special leave.

(g) **Leave Pay:** Any member who ceases to be an employee of the company for whatever reasons, should be paid full wages for any leave outstanding to his/her credit on the date of his/her ceasing to be in service.

(h) **Leave Combination:** All type of leave including company declared holidays, compensatory offs, Restricted holidays should be allowed to be used in any combination.

(i) **Public Holidays:** Public Holidays to be enhanced to 16 days in a calendar year. Determination of holidays to be done jointly as per prevailing practice.

33. **Retirement Age:** The retirement age for all members to be enhanced to 60 years of age.

34. **Classifications/Designations of job:** Present practice to continue. Qualifications should be relaxed in cases of members who were on company pay roll as on 30-12-1987.

35. **Job Description:** All members should be given job description of the posts/desks they are managing.

36. **Promotion Policy:** Present practice to continue except that all employees joining in grade G-5, on completion of 5 years of service in grade G-8, be promoted to Grade G-9 and all the employees joining in Grade G-4 on completion of 5 years in Grade G-7 be promoted to Grade G-8.

37. **Holiday Homes:** The guest house facilities provided to unionized staff should also be extended to the other location such as Ooty, Kodaikanal, Panchagani, etc.

38. **Out of State Allowance:** Upon transfer from one State to other due to any reason, the members should be paid Rs.8000/- per month as out of State allowance.

39. **Reimbursement of Water/Electricity Charges:** Effective 01-01-2011, Water and Electricity charges should be reimbursed at actual subject to maximum of Rs. 150/- and Rs. 250/- per month respectively.

40. **Abolition of Contract Labour:** In the interest of all the Workmen and Industrial Peace and Harmony the contract labour system in the company should be abolished.

41. **Marriage Gift:** Marriage gift to be enhanced to Rs. 5000/-.

42. **Gift to Employees at the time of retirement:** A gift of 1 gram of Gold for every completed year of service should be given to employees at the time of retirement.

43. **Goodwill Gestures:** Within one month of the signing of the settlement, the management should pay to all members of ZACL WU only, an amount of Rs. 15,000/- as goodwill gesture alongwith arrears accrued.

#### 44. **General:**

(a) Members who retires in the intervening period of the settlement should also be paid the benefits of the settlement if they retire prior to signing of the settlement.

(b) Benefits arising out of this settlement should be given to members of ZACL WU only.

(c) All other facilities provided in earlier settlement stands unaltered.

45. **Period of settlement:** January 1, 2011 to 31st December, 2013.

46. Demand for removal of the clause in the existing settlements offering less favourable service conditions including pay and emoluments for new entrants joining after a certain date. The salaries of such employees should be fitted in the grades and salary scales applicable to other employees of the company. The fitment should be made retrospectively and arrears of such fitment alongwith the consequential increase in other payment like DA, Overtime, etc. should be paid.

(2) If the answer to issue No. (1) above is in the negative, then, what relief the workmen are entitled to?"

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 26th February, 2016.

#### Order

No. 28/48/2015-Lab/163

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Menezes Pharmaceuticals Limited (formerly known as Cosme Pharma Limited), Bicholim-Goa and it's workmen, represented by the Goa Trade and Commercial



Workers Union in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute").

And Whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now therefore in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa at Panaji-Goa constituted under the Section 7-A of the said Act.

#### SCHEDULE

- "(1) Whether the action of the management of M/s. Menezes Pharmaceuticals Limited (formerly known as Cosme Pharma Limited), Bicholim, Goa in not conceding the following demands raised by the Goa Trade and Commercial Workers Union, vide it's letter dated 12-03-2014 is legal and justified?

#### CHARTER OF DEMANDS

##### **Demand No. 1: Pay scale & Flat-Rise in the Basic Salary:**

That each Workperson shall be paid 'Flat Rise' in their existing basic salaries as on 15-03-2014 at the rate of Rs. 2500/- per month. The total existing basic pay as on 14-03-2014 plus Flat-Rise of Rs. 3000/- should be fitted in the following grade and pay scale given below:-

(A) GRADE	PAY SCALES
W-1	1990-85-2415-100-2915-115-3490-130-4140-140-4840-155-5625.
W-1A	2225-100-2725-120-332-140-4025-160-4825-180-5725-200-6725.
W-2	2600-125-3225-150-3975-4850-200-5850-225-6975-250-8225.
W-3	3100-155-3875-185-4800-215-5875-245-7100-275-8475-305-10000.
W-4	3875-190-4825-230-5975-270-7325-310-8875-350-10625-390-12575.
W-4A	4400-235-5575-280-6975-325-8600-370-10450-415-12525-460-14825.

##### **(B) Change of Designation:**

The designation of Helper in Grade W-2 should be changed to Machine Attendant OR Operator.

##### **(C) Gradation:**

Every Worker who has completed five (5) years of service in the grade should be upgraded.

##### **(2) Demand No. 2: Seniority-Weightage:**

That w.e.f. 15-03-2014 each workperson shall be paid a Seniority Weightage at the rate of Rs. 60/- per each year of service.

For e.g.: # Those with five years of service as on 15-09-2010 a Seniority Weightage of Rs. 300/- per month.

# Those with ten years of service as on 15-09-2010 a Seniority Weightage of Rs.600/- per month.

# Those with twelve years of service as on 15-03-2014 a seniority Weightage of Rs. 720/- per month and so on...

##### **(3) Demand No. 3: Fixed Dearness Allowance (FDA):**

That w.e.f. 15-03-2014 every workperson shall be paid an additional Fixed Dearness Allowance (FDA) of Rs. 1500/- per month over and above the existing FDA as on 14-03-2014.

##### **(4) Demand No. 4: Variable Dearness Allowance (VDA):**

That w.e.f. 15-03-2014 each worker shall be paid Variable Dearness Allowance (VDA) at the revised rate of Rs. 1/75 per point rise over base Average All India Consumer Price Index (AAICPI) base 4000 points (1960=100) to be revised every quarter.

##### **(5) Demand No. 5: House Rent Allowance (HRA):**

That w.e.f. 15-03-2014 each workperson shall be paid an additional House Rent Allowance (HRA) at the rate of Rs.1500/- per month over and above existing HRA as on 14-03-2014.

##### **(6) Demand No. 6: Children's Education Allowance:**

That w.e.f. 15-03-2014 each worker shall be paid Education Allowance at the rate of Rs.1000/- per month.

##### **(7) Demand No. 7: Conveyance Allowance:**

That w.e.f. 15-03-2014 each worker shall be paid Rs. 1000/- per month as Conveyance Allowance.

##### **(8) Demand No. 8: Other Allowances:**

That w.e.f. 15-03-2014 the workperson shall be paid an additional amount of Rs.1000/- per month in the other Allowances. The additional Allowances shall be as follows:

W-1	Rs. 3600/-
W-1A	Rs. 3700/-

W-2	Rs. 3775/-
W-3	Rs. 4025/-
W-4	Rs. 4240/-
W-4A	Rs. 4315/-

**(9) Demand No. 9: Transport Facilities:**

The management should provide free transport facility to all those workmen who are presently not provided with this facility.

**(10) Demand No. 10: Leave Facility:**

The worker shall be eligible to the following Leave facilities w.e.f. 15-03-2014.

- (a) Privilege Leave: 30 days per annum with a facility to accumulate upto 150 days and leave shall be allowed to be taken 8 times in a year.
- (b) Casual Leave: 12 days per annum with a facility to encash the balance leave.
- (c) Sick Leave: 12 days per annum with a facility to accumulate upto 60 days.
- (d) Paid Holidays: 12 days per month to be mutually decided between Management and Workers Committee before the commencement of the Calender year.

**(11) Demand No. 11: Leave Travel Allowance (LTA):**

That w.e.f. 15-03-2014 each worker shall be paid a Leave Travel Allowance (LTA) at the rate of Rs. 5000/- per annum with minimum of 4 earned days leave to be set off for Leave Travel Allowance (LTA) disbursed between January to December every year.

**(12) Demand No. 12: Maintenance Allowance and Early Coming Allowance on Holidays:**

That w.e.f. 15-03-2014 the workmen undertaking work on 'Sunday' and Holidays in the Maintenance Department shall be paid a Maintenance Allowance at the rate of Rs. 200/- per day besides other benefits.

**(13) Demand No. 13: Filling Operators Allowance:**

The workmen in the filling department are exposed to flames as well as quarantined in a sterlite area facing drudgery and inordinate work related problems. They must be paid a filling allowance of Rs. 40/- per day.

**(14) Demand No. 14: Canteen Facility/Food Allowance/Snacks:**

Canteen Facility should be provided to all the workpersons. The Tea snacks in the lunch and dinner should be made available to all the workpersons in the canteen at subsidized rates. The Management to pay 75% of the cost of the food and the workpersons to pay 25%.

**(15) Demand No. 15: Accident Leave and Benefits & Medical Allowance:**

- (i) The workmen ought to be reimbursed all the medical expenses incurred by them. Each worker shall be paid Rs. 10,000/- per annum towards the medical expenses for their dependents. In case of major sickness the total sum incurred as medical expenses ought to be reimbursed.
- (ii) That in case a worker suffer an accident while on duty in the course of employment, the company should bear all the expenses for his/her treatment. The worker shall be eligible to a Special Paid Leave until she fully recovers and is fit to resume work.
- (iii) Furthermore each worker should be insured under "Group Personal Accident" Insurance Scheme to the extent of Rs. 5 lakhs.

**(16) Demand No. 17: Loan:**

- (i) That an interest free loan of Rs.1,00,000/- ought to be sanctioned for repairs and construction of house: to be deducted in 50 equal instalments.
- (ii) To meet the expenses towards the purchase of house hold articles marriage of the worker or his/her family members and to buy a vehicle for personal use a sum of Rs. 1,00,000/- be sanctioned as interest free loan to be deducted in equal instalments.

**(17) Demand No. 18: Outstation Allowance:**

Those workmen who are required to work outside the factory but within Goa shall be paid a Field Allowance at the rate of Rs. 300/- per day. Where those who are sent on duty outside the Goa State shall be paid Rs. 500/- per day as Bhata besides other facilities like travelling charges and lodging expenses.

**(18) Demand No. 19: Payment of Gratuity:**

All the workmen who have worked for more than 5 years be paid Gratuity at the rate of 30 days wages per year of service.

**(19) Demand No. 21: Bonus Ex-Gratia:**

That all the workers shall be paid Bonus/Ex-gratia at the rate of 20% without any ceiling.

**(20) Demand No. 22: Ambulance:**

An ambulance should be available at the Factory-site round-the-clock.

**(21) Demand No. 23: Shift Timing and Shift Allowance:**

That the 'Shift timing' should be of 8-hours duration. Those workpersons working in the General and 1st shift shall be paid Rs. 25/- per shift and Rs. 50/- per shift for those working in 2nd shift and 3rd shift allowance of Rs.70/- per shift.

**(22) Demand No. 24: Festival Advance:**

All the workpersons should be granted Festival Advance once a year at the rate of Rs. 6000/- which shall be deducted in 10 equal instalments.

**(23) Demand No. 25: Dinner, Tea and Snacks:**

- (i) Those Workers who are called upon to work beyond 17.30 hours to 20.30 hours shall be eligible to tea/snacks and dinner.
- (ii) Those who continue in shifts from 1st shift to 2nd shift, 2nd shift to 3rd shift and further from 3rd to 1st shift, shall be paid Rs. 80/- per lunch and dinner and Rs. 45/- for tea and breakfast per shift.

**(24) Demand No. 26: Rest Rooms:**

Well furnished Rest-Rooms should be provided to the workers inside the factory premises.

**(25) Demand No. 27: Tea Timing:**

The Union demands that 15 minutes- Tea Timing should be allowed to the workers twice every shift viz. at 10.00 hours and 15.00 hours in the 1st and general shift.

**(26) Demand No. 28: Regularization of All Daily Wage and Contract Workers who have completed six months of service as on 1st January, 2014:**

This demand of the Union must be positively addressed and resolved by the management and all daily wages and contract workers who have completed 6 months of service as on 01-01-2014 must be brought on the permanent rolls of the company and must be eligible to all the benefits and salaries paid to permanent workers w.e.f. 15-03-2014.

**(27) Demand No. 31: Overtime Facility:**

It is demanded that whenever a worker is required to work on Overtime beyond 8 hours of

normal work or on Holidays. They should be paid double the rate of wages and be given a paid Compensatory off within ten days from the day of such work.

**(28) Demand No. 32: Reliever to Reliever System:**

While "Reliever-to-Reliever" is a work-norm. Overtime work should also be linked to 'reliever-to-reliever' system and permanent workers should be given first preference to work on Overtime. Only if a permanent worker is unable to work on overtime should then Management opt to handover the machines to be operated by a daily-wage worker.

**(29) Demand No. 35: Period of Settlement:**

The period of this settlement shall be for 3 years. The benefits of this settlement shall be provided to all the workmen. Technical workmen. Office staff and chemists employed at Cosme Pharma Limited w.e.f. 15-03-2014.

**(30) Demand No. 36: Interim Relief:**

We also demand that pending discussions and settlement of this Charter of Demands each worker shall be paid a sum of Rs. 5000/- per month effective from 15-03-2014 which could be set-off/adjusted against the final agreement reached between the parties on this Charter of Demands.

(2) If not, then to what relief the workmen are entitled to?"

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 2nd March, 2016.

**Order**

No. 28/29/2014-LAB/177

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Hydropneumatics Private Limited, Bicholim, Goa, and its workmen, represented by the Goa Trade and Commercial Workers' Union, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the "said

Act”), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa at Panaji-Goa, constituted under Section 7-A of the said Act.

#### SCHEDULE

“(1) Whether the action of the management of M/s. Hydropneumatics Private Limited, Bicholim, Goa, in not conceding the following demands raised by the Goa Trade and Commercial Workers’ Union, vide their Charter of Demands dated 05-04-2013, is legal and justified?

#### CHARTER OF DEMANDS

##### (1) Rise in basic salary:

That each worker should be correctly graded and should be eligible to the following rise as per their Grade w.e.f. 01-12-2012.

- (i) Those workers who are in Grade-III shall be paid Rs. 3000/- per month as rise.
- (ii) Those workers who are in Grade-II shall be paid Rs. 3250/- per month as rise.
- (iii) Those workers who are in Grade-I shall be paid Rs. 3500/- per month as rise.

Annual Increments ought to be discussed with the Union and paid every year in the month of December commencing from 01-12-2012. Next Annual Increment will be in December, 2013 and so on .....

##### (2) Variable Dearness Allowance (VDA):

That w.e.f. 01-12-2012, each worker ought to be paid Variable Dearness Allowance (VDA) @ Rs. 1/85 per point rise over and above base 2500 points at AAICPI (1960=100). The Variable Dearness Allowance (VDA) shall be revised every quarter.

##### (3) Dearness Allowance (DA):

That each worker in every Grade be paid an Additional amount or Dearness Allowance (DA) at the rate of Rs. 1,000/- per month w.e.f 01-12-2012 over and above the existing Dearness Allowance.

##### (4) House Rent Allowance:

That w.e.f. 01-12-2012, each worker ought to be paid House Rent Allowance at the rate of 40% of the basic salary.

##### (5) Education Allowance:

That w.e.f. 01-12-2012, each worker ought to be paid an Education Allowance at the rate of 15% on basic pay per month.

##### (6) Attendance Bonus:

That w.e.f. 01-12-2012, each worker ought to be paid 8% on basic salary I VDA as Attendance Bonus.

##### (7) Shift Allowance:

That each worker be paid the following Shift Allowance w.e.f. 01-12-2012 whenever the workers work in shifts.

Those working in 1st shift (A Shift) should be paid Rs. 20/- per shift.

Those working in 2nd shift (B Shift) should be paid Rs. 35/- per shift.

Those working in 3rd shift (C Shift) should be paid Rs. 45/- per shift.

##### (8) Leave Travel Allowance (LTA):

That w.e.f. 01-12-2012, each worker be paid a Leave Travel Allowance (LTA) of Rs. 5000/- per annum.

##### (9) Washing Allowance (WA):

That w.e.f. 01-12-2012, each workerperson be paid a Washing Allowance of Rs. 300/- per month.

##### (10) Conveyance Allowance:

That w.e.f. 01-12-2012, each workperson be paid a sum of Rs. 1000/- per month towards conveyance allowance.

##### (11) Petrol Allowance:

That the Management shall pay to each worker an amount of Petrol allowance equivalent to 10 litres per month.

##### (12) Uniforms:

That each worker be issued 3 pairs of Uniforms every year.

##### (13) Group Insurance Scheme:

That every worker shall be insured to the extent of Rs. 5 lakhs per annum.

##### (14) Medical Allowance and facilities:

That each staff member be entitled to the following Medical allowances and facilities:

###### (a) Free Medical Check-up:

That each worker shall be entitled to Free Medical Check-up once every year.

###### (b) Full wages be paid to the worker who meets with an accident ‘in the course of employment’ and they shall be eligible not only to full Pay but also all required Medical benefits. All the medical bills ought to be reimbursed.

###### (c) Group Personal Accident Insurance Scheme: Every worker shall be insured under the ‘Group Personal Accident Insurance Scheme’ to the extent of 5 lakhs of rupees.

###### (d) Mediclaim Allowance:

Those workers who are outside the purview of ESIS shall be paid a ‘Medical Allowance’



at the rate of 5% on the gross salary every month and covered under the 'Mediclaim' Scheme to the extent of five lakhs of rupees per annum.

**(15) Gratuity:**

To be discussed.

**(16) Tea and Snacks:**

Those workers who are called upon to work beyond 3.00 hours O. T. , shall be eligible to free Tea/Snacks and Dinner or paid Rs. 75/- per shift.

**(17) Leave facilities:**

- (a) Privilege Leave : 30 days per annum with a facility to accumulate upto 100 days.
- (b) Casual Leave : 10 days per annum with the benefit to encash.
- (c) Sick Leave : 10 days per annum with the benefit to accumulate upto 30 days.
- (d) Holidays : 12 days to be fixed every year.

- (2) If the answer to issue No. (1) above is in the negative, then, what relief the workmen are entitled to?"

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).  
Porvorim, 2nd March, 2016.

Inspectorate of Factories & Boilers

**Notification**

No. VI/BLR/(2)/A-144/IFB/2016/4360

In exercise of the powers conferred by Rule 9 of the Goa Boiler Attendants' Rules, 2011, and in supersession of the Government Notification No. VI/BLR/(2)/A-144/IFB/2013/3958 dated 09th October, 2013, published in the Official Gazette, Series II No. 29 dated 17th October, 2013, the Government of Goa hereby constitutes a Board of Examiners for the State of Goa consisting of the following members, namely:-

- 1. The Chief Inspector of Factories and Boilers, Altinho, Panaji — Ex officio Chairman.
- 2. Shri H.V. Rao (Retired), Manager Safety, M/s. Reliance Salgaonkar Power Co. Ltd. — Member.

- 3. Shri V. R. Betigieri, Lecturer, Govt. Polytechnic, Altinho, Panaji, Goa — Member.
- 4. Shri Oscar Colaco, Manager, Utilities (Rtd.) M/s. M.R.F. Limited, Usgao, Ponda, Goa — Member.
- 5. Shri R.T. Korgaonkar, Inspector of Boilers, Altinho, Panaji-Goa — ex officio Secretary.

This Notification shall come into force with immediate effect.

By order and in the name of the Governor of Goa.

*Vivek P. Marathe*, Chief Inspector (Factories and Boilers).

Panaji, 3rd March, 2016.

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**Department of Law & Judiciary**  
Law (Establishment) Division

**Order**

No. 1/7/2014-LD(Estt.)/461

Government of Goa is pleased to accept the resignation tendered by Adv. Manish Salkar, as Government Advocate to appear and defend the interests of the Government in the matters before High Court of Judicature at Bombay, Panaji Bench, Goa with immediate effect.

Adv. Manish Salkar shall return all the briefs pending with him if any, to the Office of Ld. Advocate General, Altinho, Panaji under intimation to this Department.

By order and in the name of the Governor of Goa.

*Amul S. Gaunkar*, Under Secretary (Law-Estt).  
Porvorim, 26th February, 2016.

**Notification**

No. 12/42/2015/LD(Estt.)/453

In exercise of the powers conferred by Section 3 of the Prevention of Corruption Act, 1988 (Central Act No. 49 of 1988) (hereinafter referred to as the "said Act") and in supersession of all earlier notifications, orders, etc. issued in this regard, the Government of Goa, with the concurrence of the High Court of Bombay conveyed vide letter No. A. 3909/G/2015/3207 dated 19th August, 2015, hereby appoints the Sessions Judges, the

Additional Sessions Judges and the Ad hoc Additional Sessions Judges in the State of Goa, as Special Judges, within the limits of their respective jurisdiction, to try the offences specified in sub-section (1) of Section 3 of the said Act.

This Notification shall come into force with immediate effect.

By order and in the name of the Governor of Goa.

*Amul S. Gaunker*, Under Secretary (Estt.).

Porvorim, 25th February, 2016.

#### Notification

No. 12/42/2015/LD(Estt.)/453

In exercise of the powers conferred by sub-section (1) of Section 36 of the Narcotic Drugs and Psychotropic Substances Act, 1985 (Central Act No. 61 of 1985) (hereinafter referred to as the "said Act"), the Government of Goa hereby constitutes the Courts of Sessions, the Courts of Additional Sessions and the Courts of Ad hoc Additional Sessions in the State of Goa as Special Courts, within the limits of their respective jurisdiction, to try the offences under the said Act.

Further, in exercise of the powers conferred by sub-section (2) of Section 36 of the said Act and with the concurrence of the Chief Justice of the High Court of Bombay, conveyed vide letter No. A. 3909/G/2015/3207 dated 19th August, 2015, the Government of Goa hereby appoints the Sessions Judges, Additional Sessions Judges and Ad hoc Additional Sessions Judges as the Judges of the said Special Courts, respectively.

This Notification shall come into force with immediate effect.

This Notification is issued in supersession of all earlier notification, orders etc. issued in this regard.

By order and in the name of the Governor of Goa.

*Amul S. Gaunker*, Under Secretary (Estt.).

Porvorim, 25th February, 2016.

#### Department of Personnel

##### Order

No. 5/15/2013-PER(Part)/695

The Governor of Goa is pleased to accept the notice of voluntary retirement tendered vide

application dated 01-12-2015 by Smt. Yvette Lobo e Fernandes, Junior Scale Officer of Goa Civil Service (ad hoc) presently posted as Forest Settlement Officer (North) and holding additional charge of Special Land Acquisition Officer, Tillari Irrigation Project, and to permit her to retire from service voluntarily with effect from 01-03-2016 (f.n.) in accordance with Rule 48A of C.C.S. (Pension) Rules, 1972.

Consequently, Smt. Sarita Gadgil, Assistant Commissioner of Commercial Taxes and Shri Narayan Gad, Dy. Collector & SDM, Pernem shall hold charge of the posts of Forest Settlement Officer, North, Valpoi and Special Land Acquisition Officer, Tillari Irrigation Project respectively, until further orders.

By order and in the name of the Governor of Goa.

*Yetindra M. Maralkar*, Addl. Secretary (Personnel).

Porvorim, 29th February, 2016.

#### Department of Public Health

##### Order

No. 4/2/2011-IV/PHD/274

Read: Memorandum No. 4/2/2011-IV/PHD dated 07-01-2016.

On the recommendation of the Goa Public Service Commission conveyed vide their letter No. COM/I/5/14(4)/2015/1328 dated 17-12-2015, Government is pleased to appoint Dr. Pooja Shanker Wagle to the post of Anaesthetist (Group "A", Gazetted) in the Goa Dental College and Hospital, Bambolim-Goa in the Pay Band—3 Rs. 15,600-39,100 + Grade Pay of Rs. 5,400/-, with immediate effect and as per the terms and conditions contained in the Memorandum cited above.

Dr. Pooja Shanker Wagle shall be on probation for a period of two years.

Dr. Pooja Shanker Wagle has been declared medically fit by the Medical Board. The character and antecedents of Dr. Pooja Shanker Wagle has been verified by the District Magistrate, North Goa District, Panaji-Goa.

The appointment is made against the post of Anaesthetist created vide Order No. 4/2/2011-IV/PHD dated 11-10-2011 and subsequently revived vide Order No. 4/2/2011-IV/PHD dated 02-07-2015.

This also issues with the approval of the Goa State Election Commission, Panaji-Goa conveyed vide letter No. 6/8/NOC/2016-SEC/435 dated 23-02-2016.

By order and in the name of the Governor of Goa.

*Sangeeta M. Porob*, Under Secretary (Health).

Porvorim, 29th February, 2016.



## Department of Town & Country Planning

Office of the Chief Town Planner

### Order

No. 4-1-10-89-UDD/Pt/2015-16/916

On the recommendation of the Goa Public Service Commission, conveyed vide letter No. COM/II/11/50(1)/09/67 dated 11-02-2016, the Governor of Goa is pleased to promote Shri Rajesh J. Naik, Senior Town Planner (ad hoc basis) to the post of Senior Town Planner (Group "A", Gazetted post) on regular basis with immediate effect in the pay scale of Rs. 15,600-39,100 (GP-6,600/-).

Shri Rajesh J. Naik, Senior Town Planner shall exercise option within a period of one month from the date of the promotion so as to enable the Director of Accounts, Panaji, to fix his pay in the post of Senior Town Planner in terms of F.R. 22(I)(a)(i).

Shri Rajesh J. Naik, Senior Town Planner shall draw his salary from the post of the Senior Town Planner, in the Headquarters. The Expenditure shall be debited to the following Budget Head:-

- 2217 — Urban Development;
- 00 —
- 001 — Direction & Administration;
- 01 — Town & Regional Planning, Town & Country Planning Department, (NP);
- 01 — Salaries.

Consequent upon promotion of Shri Rajesh J. Naik as Senior Town Planner on regular basis, he is posted as Senior Town Planner at Town & Country Planning Department HQ (Panaji).

By order and in the name of the Governor of Goa.

*Dr. S. T. Puttaraju*, Chief Town Planner & ex officio Joint Secretary.

Panaji, 29th February, 2016.

## Department of Women & Child Development

Directorate of Women & Child Development

### Order

No. 4-3-2000/W&CD/Part/2414

Government is pleased to extend promotion of the following Mukhya Sevika to the post of Child Development Project Officer/Social Welfare Officer (Group 'B', Gazetted) in the pay scale of Rs. 9,300-34,800+Grade Pay Rs. 4,200/- purely on ad hoc basis for further period of nine months or till the post is filled on regular basis whichever is earlier:

1. Smt. Nayani Gawade @ Ashanka Gaonkar (ST).
2. Smt. Pratibha Malik (General).

Upon the above promotion, Government is further pleased to order the posting of the above Officials as under:

Sr. No.	Name and designation of the officer	Place of posting
1.	Smt. Nayani Gawade	Dte. of Women & Child Development, Block Office, Quepem against vacant post. Extended further period of nine months w.e.f. 1-1-2016 to 30-09-2016.
2.	Smt. Pratibha Malik	Dte. of Women & Child Development, Block Office, Dharbandora against the vacant post. Extended further period of nine months w.e.f. 1-1-2016 to 30-09-2016.

The expenditure in respect of above posts shall be debited to the Budget Head of Account "2235—Social Security & Welfare; 102—Child Welfare; 03—Integrated Child Development Project Scheme including Health Cover (Plan)(A); 01—Salaries".

The above ad hoc promotion shall not bestow any substantive right for regular appointment or regularization of the promotions.

This issues with the concurrence of GPSC vide their letter No. Com/II/11/59(1)/2015/11/59(1) 2015/2181 dated 24-02-2016.

By order and in the name of the Governor of Goa.

*Shilpa Shinde*, IAS Director (Women & Child Development).

Panaji, 29th February, 2016.

**Notification**

No. 2-103(6) 2016/DWCD/8486

In exercise of the powers conferred under Section 49(3) of the Juvenile Justice (Care and Protection of Children) Act, 2015 (Central Act), the Government of Goa hereby notifies the dormitory located in the "Building A" (Girls Wing) in the institutional complex at Apna Ghar Mercedes, as the "Place of Safety" for girls as per Section 49(1) of the Juvenile Justice (Care and Protection of Children) Act, 2015 (Central Act), with immediate effect.

By order and in the name of the Governor of Goa.

*Shilpa Shinde*, IAS Director & ex officio Joint Secretary (Women & Child Development).

Panaji, 2nd March, 2016.

**Notification**

No. 2-103(6) 2016/DWCD/8487

In exercise of the powers conferred under Section 49(3) of the Juvenile Justice (Care and Protection of Children) Act, 2015 (Central Act), the Government of Goa hereby notifies the dormitory located on the 1st floor of the "New Building Hall" in the institutional complex at Apna Ghar Mercedes, as the "Place of Safety" for boys as per Section 49(1) of the Juvenile Justice (Care and Protection of Children) Act, 2015 (Central Act), with immediate effect.

By order and in the name of the Governor of Goa.

*Shilpa Shinde*, IAS Director & ex officio Joint Secretary (Women & Child Development).

Panaji, 2nd March, 2016.

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